- 6 (Discussion between counsel and
- 7 witness.)
- MR. ETTINGER: Q. Do you still have a copy of
- 9 the document that you looked at in February, the forecast
- 10 document?
- 11 A. Yes.
- 12 Q. I am going to make a record request that you
- 13 bring that with you at the continuation of your
- 14 deposition.
- 15 MR. KOLTO-WININGER: Only if we get your
- 16 forecasts prior to that.
- 17 MR. ETTINGER: I believe you have asked for them
- 18 prior to that.
- 19 MR. KOLTO-WININGER: Right. I think we are
- 20 still awaiting MCI's.
- 21 MR. ETTINGER: Q. Subsequent to the February
- 22 time frame when you looked at the forecasts, have you
- 23 looked at resale forecasts since then?
- A. I refer back to the forecast as a course of
- 25 doing business frequently. I don't know that I have 0147
- 1 received the revised forecast since then, if that's your
- 2 question.
- 3 Q. That is my question. Have you seen a forecast
- 4 that's different from the one that you looked at in
- 5 February, different, that contains different numbers?
- 6 A. We have made some small revisions to the base
- 7 forecast around certain line items, assumptions on things

- 8 like churn rate that I have incorporated, but the base
- 9 access line migrations has remained relatively stable.
- 10 Q. Do you have a copy of the latest forecast with
- 11 those minor revisions?
- 12 A. I believe the answer is yes.
- 13 Q. I would request that you present those as well,
- 14 the latest version.
- 15 In making that determination that you did about
- 16 the October '97 crossover point, did you rely on -- and I
- 17 think you said that you made that during the week of March
- 18 24th. Did you rely on the latest forecast dated -- that
- 19 you had in making that determination?
- 20 A. My understanding of making, with my finance and
- 21 planning staff, that we were using the latest available
- 22 information.
- 23 Q. Let's change subjects here for a second. Was
- 24 there a -- some sort of a change or upgrade to a Pacific
- 25 Bell system that was supposed to take place late last 0148
- 1 week?
- 2 A. There is.
- 3 MR. KOLTO-WININGER: The March release.
- 4 MR. ETTINGER: Q. My question is -- I don't
- 5 know if I have a label for it, but --
- 6 MR. KOLTO-WININGER: Objection. Vague. But go
- 7 ahead and answer it.
- 8 THE WITNESS: We did perform a systems upgrade,
- 9 release upgrade over the weekend, yes.
- 10 MR. ETTINGER: Q. And what was that systems

- 11 upgrade designed to do?
- 12 A. It had several different features and
- 13 characteristics. I mentioned one earlier, which was to
- 14 automate the need to the E-911 database. The other
- 15 features of it were to improve our work handling
- 16 procedures within the office, our ability to assign work
- 17 out to various service representatives, and to status that
- 18 work.
- 19 It improved some of the automation on the
- 20 completion activities associated with migration requests,
- 21 and it also improved some of the handling of FOC's back to
- 22 the CLC's by eliminating some of the work steps that were
- 23 necessary to achieve sending them a FOC.
- Q. Is that what was referred to as the March
- 25 upgrade?
- 0149
- 1 A. I have heard it called that, yes.
- 2 Q. By someone other than Mr. Kolto-Wininger in the
- 3 last minute?
- 4 A. Yes, by someone other than Mr. Kolto-Wininger in
- 5 the last minute.
- 6 Q. Was there a problem with the March upgrade?
- 7 A. We had some difficulty with the release, yes.
- 8 Q. And have you resolved those difficulties yet?
- 9 A. We have resolved one of the major issues, which
- 10 was a performance problem that we encountered. We still
- 11 have three functional deficiencies that we are working to
- 12 resolve.

- 13 Q. What are those functional deficiencies?
- 14 A. Functional deficiency would be a feature that
- 15 isn't working quite as specified in the software design
- 16 requirements.
- 17 Q. Do you have an estimate of when those functional
- 18 deficiencies will be resolved?
- 19 A. I don't have the answer on that as yet. I
- 20 expect it sometime in the next day or two.
- 21 Q. To have the answer?
- 22 A. Yes.
- 23 Q. Are we talking about -- do you have an order of
- 24 magnitude for the resolution, or is it just days, weeks
- 25 months?

- 1 A. You are asking me to speculate on something I
- 2 don't know.
- 3 Q. Okay. Did the fact that this upgrade
- 4 encountered problems, that decreased capacity in the LISC?
- 5 A. It had a productivity hit on the capacity of the
- 6 LISC, yes.
- 7 Q. So that currently this week the LISC is
- 8 operating at a lower capacity than the prior week?
- 9 A. Last week the LISC operated at a lower capacity
- 10 than the prior week.
- 11 Q. So when you say last week, you mean the week of
- 12 March 31st, it operated at a lower capacity than the week
- 13 of March 24th?
- 14 A. That would be correct.
- 15 Q. How about this week? How is it operating so

- 16 far, compared with the week of March 31st?
- 17 A. Since we are on Tuesday, and I came over here
- 18 first thing in the morning and did not get yesterday's
- 19 operating results, I don't know what this week's
- 20 situation is.
- Q. If the performance problems are not resolved by
- 22 the end of the week, do you have a feel for how the LISC
- 23 will operate this week as compared to the prior week?
- 24 A. I stated previously that the performance
- 25 problems were largely resolved over the weekend. 0151
- 1 Q. If the functional deficiencies are not resolved
- 2 by the end of the week, do you have a feel for how the
- 3 LISC will operate this week as compared to the week of
- 4 March 31st?
- 5 A. Our belief is that the outstanding functional
- 6 deficiencies are not as significant, in fact, on our
- 7 throughput capacity at this point.
- 8 Q. Can you describe for me what the performance
- 9 problem was that was resolved?
- 10 A. There is a transaction within the system, when
- 11 we receive a migration request or a service request from a
- 12 CLC, when we assign that work out to a service
- 13 representative to be worked, the assignment of that work
- 14 was taking a long, long time. And consequently, we were
- 15 not able to assign the work out fast enough to have the
- 16 employees at full productivity on a given day.
- 17 Q. That problem has now been resolved?

- 18 A. The problem has been brought under control where
- 19 it no longer hampers our productivity. The software is
- 20 not yet performing to the systems specification on the
- 21 response time.
- 22 Q. So is it fair to say that you have got the
- 23 situation to where the new release is not making things
- 24 worse than they had been, but it is not yet performing the
- 25 way it's intended to; is that a fair statement? 0152
- 1 A. No.
- 2 Q. Okay.
- 3 A. It may be a fair statement; let me state it a
- 4 little more implicitly though.
- 5 The systems specification requires that the
- 6 response time be sub-second response time. We have not
- 7 yet achieved sub-second response time. We are taking
- 8 responses longer than a second. Consequently, we are not
- 9 at spec, but the difference between sub-second and the
- 10 seconds it's taking is not significantly enough to impact
- 11 daily operations.
- 12 Q. But when did the problem first arise?
- 13 A. The performance problem?
- 14 Q. Yes.
- 15 A. The performance problem first arose the day
- 16 after we cut the release over.
- 17 Q. Which was when?
- 18 A. The weekend of the -- the weekend of the 29th
- 19 and 30th of March.
- Q. When that first went in, did I understand it to

- 21 actually increase the time it took to assign the work from
- 22 where you had been?
- 23 A. That's correct.
- Q. When did you get it to the point where it wasn't
- 25 increasing the time it took?

- 1 A. Late Friday afternoon.
- 2 O. The 4th?
- 3 A. That's correct, the 4th of April.
- 4 Q. I understand. Now, you say one of the features
- 5 of this system update was to automate E-911 feed; is that
- 6 correct?
- 7 A. Yes.
- 8 Q. Is that operating properly?
- 9 A. We had an implementation plan that required us
- 10 to do a dual operation for the first week and a half to
- 11 validate that. In fact, the data was being passed
- 12 correctly through that interface before we turned it on
- 13 live. That validation step will take place this week
- 14 before we turn it on.
- 15 Q. So you haven't turned on that feature yet?
- 16 A. We have not.
- 17 Q. Earlier, Mr. Puddy was asking you about problems
- 18 with errors introduced in the 411 database or instances
- 19 where information wasn't inputted to the 411 database in a
- 20 timely way so that customers got left out. Do you recall
- 21 that?
- 22 A. Yes.

- 23 Q. Then I think he asked you about whether or not
- 24 the same thing could happen to the E-911 database. Do you
- 25 recall that?

- 1 A. Yes.
- 2 Q. And I thought your answer was that, no, they
- 3 couldn't because that was automated?
- A. No, that was not my answer.
- 5 Q. Okay.
- 6 A. My answer to his question was that the E-911
- 7 database is a different system than the listings database.
- 8 That is not bound by the same capacity constraint that we
- 9 are having with the listings database.
- 10 Q. Isn't it true that prior to putting in this
- 11 new -- the March upgrade, that the E-911 database has to
- 12 be separately -- the information has to be separately
- 13 input to that database, correct?
- 14 A. My response to that question earlier was, I do
- 15 not know exactly the transaction nomenclature that takes
- 16 place, whether it has to be input or whether it's a
- 17 confirming transaction that occurs. There has to be some
- 18 input to the database, how, whether it's an extract and
- 19 put in or whether just a confirm of what's in there, I do
- 20 not know.
- 21 Q. I am not sure if you were asked this question or
- 22 not, but isn't it true that if a D order is issued through
- 23 the CRIS system, D meaning disconnect, and it somehow gets
- 24 disconnected -- I shouldn't use that word -- somehow gets
- 25 separated from the C order that goes into the CABS system,

- 0155
- 1 that the D order in the CRIS system will automatically
- 2 purge the information from the E-911 database?
- 3 MR. KOLTO-WININGER: Don't speculate. If you
- 4 know.
- 5 THE WITNESS: If a D order flows without
- 6 relation to another order, then a D order basically does
- 7 what a normal disconnect order would do, which is
- 8 disconnect everything.
- 9 MR. ETTINGER: Q. So the answer is, the D order
- 10 would purge the information from the E-911 database?
- 11 A. That's correct. Could I expand on that, because
- 12 I don't want this to turn into a misunderstood situation.
- 13 Q. Sure.
- 14 A. Once the orders are reassociated and corrected,
- 15 that problem is resolved and the information is input back
- 16 in.
- 17 Q. But if the orders are separated for a period of
- 18 time, there might be a period of time where the customer
- 19 was a migrated customer, their listing was deleted from
- 20 the E-911 database?
- 21 A. Right, and they also wouldn't have dial tone.
- 22 Q. Is it possible that in a situation where the
- 23 customer was migrated properly, in other words, was not
- 24 disconnected, that there could have been a delay in
- 25 inputting information to the E-911 database? Did that 0156
- 1 situation ever arise?
- 2 A. It's possible that it would arise. I am not

- 3 aware of any knowledge of a particular instance or
- 4 occurrence.
- 5 Q. You are not aware that that's a problem now?
- 6 A. I am not aware of that being a problem now.
- 7 (Discussion between counsel and
- 8 witness.)
- 9 MR. ETTINGER: Q. Do you know who Mr. Bowman
- 10 is?
- 11 A. Lee Bowman?
- 12 Q. Yes.
- 13 A. Yes, I do.
- 14 Q. What's his job title?
- 15 A. I think he is vice president of local
- 16 competition policy, or something like that.
- 17 Q. And in Pacific Bell hierarchy, is he at the same
- 18 level as Ms. Fetter?
- 19 A. I believe that there is a distinction. They are
- 20 both elected officers of the company, but I believe there
- 21 may be a distinction between where they are within that
- 22 hierarchy of officers.
- 23 Q. As vice president of local competition policy,
- 24 does he have any occasion to deal with you?
- 25 A. From time to time, we are in meetings together.
- 0157
- I Q. Have you ever received any instructions from
- 2 Mr. Bowman as to -- let me -- when you first took your
- 3 job, did you have any discussions with Mr. Bowman about
- 4 what was expected of you in your job at the LISC?
- 5 A. No, not to my recollection.

- 6 Q. And since that time, have you had any
- 7 discussions with Mr. Bowman about that subject?
- 8 A. I don't believe Mr. Bowman has ever had a
- 9 discussion with me in the context of what, quote, my
- 10 expectations are in my job in the LISC.
- 11 Q. Do you keep Mr. Bowman informed -- does
- 12 Mr. Bowman ask you from time to time about what the
- 13 performance at the LISC is?
- 14 A. From time to time, Mr. Bowman would be statused
- 15 or may ask what the performance of the LISC is.
- 16 Q. When you say he may be statused, do you mean
- 17 that when you produce reports or somebody in your
- 18 organization produces reports on that subject, he gets a
- 19 copy?
- 20 A. He may get a copy through distribution, based on
- 21 people that work for him to get them, or, for example,
- 22 through a meeting with the operating committee of the
- 23 company. Status may be provided because this is a
- 24 particular area of interest to the senior officers of the
- 25 business.
- 0158
- 1 Q. Is there an individual in Mr. Bowman's
- 2 organization that reports to Mr. Bowman who you work more
- 3 closely with?
- 4 A. I wouldn't characterize anybody in Mr. Bowman's
- 5 organization as people that I work closely with, as
- 6 defined by people that, on a day in, day out basis, I
- 7 regularly communicate with.

- 8 Q. Is there one person in his organization who you
- 9 communicate with more than any other?
- 10 A. I probably communicate with Lee himself more
- 11 than any other person.
- 12 Q. This may be slightly repetitive, but I want to
- 13 come back to the time that you actually were hired, if
- 14 that's the right word, for your current job or
- 15 transferred.
- 16 I believe your testimony was that you received a
- 17 phone call from Ms. Fetter sometime in December?
- 18 A. That's correct.
- 19 Q. In which she told you what a wonderful career
- 20 move it would be to come to the LISC, to paraphrase it?
- 21 A. I don't know that I said it that way.
- 22 Q. Did you have any discussion with her as to
- 23 why -- let me ask that again, preliminary question.
- 24 The job that you were taking was not a existing
- 25 job in the sense that one person was holding that job who 0159
- 1 was leaving, correct?
- 2 A. That is correct.
- 3 Q. In essence, it was a new job being carved out
- 4 from existing job or jobs?
- 5 A. That is correct.
- Q. Did you have any discussion with Ms. Fetter,
- 7 either at that time or after, as to why they were creating
- 8 this new job?
- 9 A. Yes.
- 10 Q. And what was the nature of those communications?

- 11 A. I think it's the same thing that I alluded to
- 12 earlier, which is that the belief was this was growing
- 13 into a very important part of Pacific's business, that it
- 14 needed to have more operational focus associated with it.
- 15 That there were things we could do to run the organization
- 16 and manage it more effectively and better, and therefore,
- 17 the need to kind of change as this market segment line of
- 18 business matured.
- 19 Q. Is it fair to say that your impression was that,
- 20 basically, that this aspect of the job that was previously
- 21 under Mr. Sinn, was just growing so fast that it was more
- 22 than one person could handle along with his other
- 23 responsibilities?
- 24 A. That was clearly one of the issues that I
- 25 believe was the case.

- 1 Q. When you came into the job and proceeded to
- 2 educate yourself as to what you needed to do, and we went
- 3 over the steps that you took, there came a point in time
- 4 when you thought you were pretty much up to speed, did
- 5 there not?
- 6 A. I felt competent to function. I sometimes
- 7 wonder whether I am even up to speed yet, but --
- 8 Q. There came a time when you felt confident to
- 9 function. When was that?
- 10 A. Mid-February.
- 11 Q. In looking back from mid-February until the
- 12 current time, is it fair to say that you faced a situation

- 13 when you came on to the job where the LISC was not
- 14 performing as anticipated?
- 15 A. Yes.
- 16 Q. Did you come to have an opinion as to why that
- 17 was so during the reign of your predecessor?
- 18 A. I have an opinion as to why the LISC isn't
- 19 performing. I don't know whether or not my opinion is
- 20 indicative of events that took place prior to my arrival
- 21 or not.
- 22 Q. I understand. With that caveat, can you tell me
- 23 what your opinion is?
- 24 A: Sure. There are probably five major areas that
- 25 I believe need to be strengthened that we are working on 0161
- 1 internally from an operational perspective. One we
- 2 addressed earlier, which is the need to make sure that we
- 3 have an adequate number of resources from any human
- 4 resource perspective, that are adequately trained in their
- 5 functions.
- 6 Two would be that we needed a more sophisticated
- 7 approach to force load management, and managing daily work
- 8 volumes.
- 9 Three would be that we required tighter project
- 10 management controls and change control within the work
- 11 environment.
- 12 Four is that we had some organizational
- 13 structure changes that needed to be made to better align
- 14 accountability and measurement with management
- 15 responsibility.

- 16 Q. Could you say that again, to better align --
- 17 A. To better align management structure with
- 18 accountability for metrics results, an end-to-end process.
- 19 And five is external interfaces, our means by
- 20 which we deal externally with our customer base,
- 21 internally with our internal customers, such as the
- 22 account teams and with the systems development
- 23 organizations, so our processes and repeatable approaches
- 24 to doing that work.
- 25 Q. What about the external and internal interfaces? 0162
- 1 They need to be strengthened?
- 2 A. Yes. Examples would be issues that were brought
- 3 in previously around escalations and expedites. How do we
- 4 have a repeatable process that is well understood,
- 5 monitored and measured with our CLC customers.
- 6 Q. Have you taken action to try to solve those five
- 7 problems that you just enunciated?
- 8 A. I am in various degrees of action in all five of
- 9 those areas, some are more mature than others.
- 10 Q. Do you have a time frame for when you will have
- 11 each of those resolved?
- 12 A. The term resolution has kind of a finality to it
- 13 that says that you are done. I don't believe we are ever
- 14 going to be done; continually improving.
- 15 I believe that I have chunked out work in each
- 16 one of those areas that are things that can be achieved
- 17 within a 90-day time frame, things that can be achieved

- 18 within a six-month time frame, and things that can be
- 19 achieved within a year. And that's how I kind of sliced
- 20 out the problem.
- 21 Q. And have you created or have you asked your
- 22 staff to create, basically time lines or pert charts,
- 23 p-e-r-t, charts for resolving those?
- 24 A. We are in the process of building in a greater
- 25 plan to do that and it's not complete, because you will 0163
- 1 notice one of the items I mentioned was to put more
- 2 rigorous project management in place. And I am in the
- 3 middle of building that organization and their
- 4 capabilities to get that done.
- 5 So we have things that are underway and being
- 6 implemented and executed. But the over-integration of the
- 7 effort across all the domains are not yet integrated, and
- 8 the project management infrastructure is just now starting
- 9 to mature where I will manage that more effectively.
- 10 Q. When do you think you will have that, at least
- 11 to the point where you will have the documentation,
- 12 confirmed dates?
- 13 A. I think we are probably three weeks away, three
- 14 to four weeks away from having a good solid plan. It
- 15 doesn't mean the work isn't going on in these areas; it
- 16 just means our -- it doesn't mean the work isn't going on
- 17 in these areas. It just means that it's not necessarily
- 18 all well integrated and perfectly documented.
- 19 Q. Now, this plan that you expect to have within
- 20 three weeks, does it have a name?

- 21 A. I haven't thought to name it yet. Do you have
- 22 any ideas?
- 23 Q. Plan 9 from outer space. That's an old movie,
- 24 referred to --
- Let's call it the Plan, with a capital P for now 0164
- 1 A. Okay.
- 2 MR. KOLTO-WININGER: Because we will be able to
- 3 see that when you say it.
- 4 MR. ETTINGER: Q. This is something that you --
- 5 is this something that you intend to measure your
- 6 subordinates' performance against?
- 7 A. There are components of the plan that clearly
- 8 have performance expectations related to them.
- 9 Q. Do you expect your performance to be measured
- 10 against this plan?
- 11 A. My performance is measured against this plan and
- 12 other macro measures.
- 13 Q. Do you intend to give a copy of this plan to
- 14 Ms. Fetter and say, this is what I am committed to doing?
- 15 A. Ms. Fetter has already reviewed some components
- 16 of the plan and once it's all integrated, put in a nice
- 17 shiny package, yes, she will have a copy of it.
- 18 Q. Without going into the details of your
- 19 compensation, your compensation is based in part, is it
- 20 not, on your performance?
- 21 A. Yes.
- 22 Q. And your performance is measured, I guess,

- 23 primarily by Ms. Fetter's opinion, correct?
- 24 A. Ms. Fetter is one input to my performance.
- 25 There are others, including the CLC's who have report 0165
- I cards, that I am responsible to them.
- 2 Q. I guess that's what I am getting after. Is
- 3 there some sort of metric, at least a portion of your
- 4 compensation is measured or your performance appraisal is
- 5 measured by?
- 6 A. Yes.
- 7 Q. And what are the things -- one that you
- 8 mentioned is the CLC report card?
- 9 A. Yes.
- 10 Q. And another one would be whether or not you
- 11 perform according to this plan?
- 12 A. Yes.
- 13 Q. And turning to the CLC report cards, those are
- 14 things that existed prior to your entry onto this job?
- 15 A. Yes. They traditionally have been used in the
- 16 access business, and most of the carriers are expanding
- 17 them to include resale components.
- 18 Q. So the carriers, like AT&T and MCI, would be
- 19 furnishing a report card on the resale components of the
- 20 service they receive from Pacific Bell?
- 21 A. That's correct.
- 22 Q. Let me ask you this, when did those get
- 23 provided?
- 24 A. Those being?
- 25 Q. Those report cards.

- 1 A. The report cards, as I mentioned, have really
- 2 been in place for a lengthy period of time. In AT&T's
- 3 case, we started working the changes to the report card
- 4 for the resale components, probably late February, early
- 5 March, and just recently, enclosed a letter transmittal on
- 6 what the elements would be that would be included for the
- 7 upcoming reviews.
- 8 Q. How often are those furnished?
- 9 A. Quarterly.
- 10 Q. And when is your performance appraisal, when
- 11 does that take place?
- 12 A. The formal written appraisal is done annually,
- 13 usually in the January, February time frame; however, we
- 14 tend to meet through different points of the year on the
- 15 status on how we are doing.
- 16 Q. Do you get a salary and bonus treatment once a
- 17 year?
- 18 A. If I am lucky.
- 19 Q. When does that occur? Does that occur on some
- 20 set date?
- A. Generally, the annual round for salary increases
- 22 occurs in April; bonus treatment is usually determined at
- 23 the end of the year, payable in February.
- 24 Q. I take it the salary and bonus is related to the
- 25 performance appraisal?
- 0167
- 1 A. The salary is definitely tied to the performance
- 2 appraisal. The bonus treatment is usually tied to high

- 3 level industry market objectives, such as report card
- 4 performance and high level corporate financial goals.
- 5 Q. I am going to ask you a hypothetical question
- 6 now. Let's hypothesize that the report cards that you
- 7 receive throughout the rest of the year from CLC's show --
- 8 give you a low grade, give Pacific a low grade, on resale.
- 9 Would you think it fair that your salary
- 10 treatment be based on that and their dissatisfaction,
- 11 their hypothetical dissatisfaction with the LISC?
- 12 MR. KOLTO-WININGER: Objection. Vague; calls
- 13 for speculation. Since I don't know where it's going, I
- 14 am going to object on the ground of relevance. But go
- 15 ahead.
- 16 THE WITNESS: Can I ask you, are you referring
- 17 to my bonus or my salary?
- 18 MR. ETTINGER: Q. I will ask about both, your
- 19 salary first?
- 20 A. I think in the salary case, I would expect
- 21 that -- I would think it's fair that if things were not
- 22 functioning well, and there were certainly things that I
- 23 did not do that were within my power and my control to
- 24 resolve the problem, that my boss put my pay at risk
- 25 accordingly.

- 1 Q. What I am saying is, the problems existed before
- 2 you were in charge of the LISC, didn't they?
- A. There were problems that existed before I came
- 4 in, yes.
- 5 Q. You inherited the set of problems when you took

- 6 over the LISC?
- 7 A. Right.
- 8 Q. So the problems didn't arise on your watch, did
- 9 they?
- 10 A. This particular set of problems didn't arise on
- 11 my watch, but I don't know that I have ever gone into a
- 12 job, ever in my career, where I didn't inherit a set of
- 13 issues that needed to be improved.
- 14 Q. Have you ever gone into a job where the
- 15 situation had greater problems than the ones you took over
- 16 when you took over the LISC?
- 17 MR. KOLTO-WININGER: Objection. Vague; lacks
- 18 foundation. But go ahead and answer.
- 19 THE WITNESS: I have had many challenging
- 20 assignments. I have never had an assignment that has this
- 21 flavor of challenge to it. I won't say it's more or less
- 22 than others. I will say it's a very different set of
- 23 problems than I have ever experienced, how they are tied
- 24 together. Would you like me to give some examples of what
- 25 I mean by that?
- 0169
- 1 MR. ETTINGER: Q. Sure.
- 2 A. I have never been in a situation where what we
- 3 do in the operating environment is so closely tied to
- 4 regulatory and legal scrutiny by multiple carriers. That
- 5 really kind of, in many instances, it hamstrings your
- 6 ability.
- 7 I have never operated under this parity concept

- 8 before, which causes different types of approaches to
- 9 operations than what I would normally use. I have never
- 10 been in a mode where, because of what I am doing from an
- 11 operational perspective, I have to spend time in work
- 12 shops and depositions and things like that.
- 13 So these are a different set of challenges that
- 14 I am having to work through in this particular assignment
- 15 than what I might get in a previous assignment.
- 16 Q. So you are distinguishing from job -- from your
- 17 prior -- or the challenges of this job from the challenges
- 18 of the prior job, basically from the regulatory legal
- 19 aspect?
- 20 A. No, not just that. The mix of how those
- 21 dynamics come together, the need to recruit and grow the
- 22 number of employees in this business. And this particular
- 23 market segment would be an example of something that's
- 24 different, and a challenge about this would be a challenge
- 25 about this assignment that might be different from what I 0170
- 1 would experience in an embedded organization.
- 2 This is a new and growing business. This is not
- 3 something we have done before, and consequently, it comes
- 4 with challenges that are going to be different than
- 5 walking into an existing line of business that's been
- 6 functioning for 10 or 15 years or 20 years.
- 7 Q. Right. And Mr. Puddy went through with you your
- 8 prior experience, and I believe it's my recollection -- I
- 9 didn't write it down -- that you had experience both with
- 10 outside plant supervision and supervision of customer

- 11 service. Do I remember correctly?
- 12 A. That's correct.
- 13 Q. In either of those jobs, did you ever walk into
- 14 a situation that when you took over the job, you were
- 15 taking over an operation that already had a serious
- 16 backlog?
- 17 A. I have taken over organizations that had load
- 18 force imbalances before. You used the term serious
- 19 backlog, I don't believe that would characterize the
- 20 situation.
- 21 Q. You wouldn't characterize this situation, or the
- 22 others?
- 23 A. The others.
- Q. The backlog in this, in the LISC, is greater, is
- 25 it not, in order of magnitude than the backlogs or 0171
- 1 workload imbalances that you had in other jobs?
- 2 MR. KOLTO-WININGER: Object. Vague; calls for
- 3 speculation; lacks foundation. Go ahead and answer if you
- 4 can quantify.
- 5 THE WITNESS: If you were to characterize the
- 6 number of items that we have backlogged today in the LISC,
- 7 I have run operations, organizations that have had that
- 8 backlog at any given time on trouble tickets and then
- 9 some.
- 10 MR. ETTINGER: Q. Did you ever run an
- 11 organization that was at least five months away from being
- 12 able to just handle the orders that were coming in in a

- 13 timely fashion, let alone clear up the backlog?
- 14 A. I have had business offices that I have run that
- 15 have not met their call objectives for that period of time
- 16 and longer.

- 18 MR. KOLTO-WININGER: Could we go off the record
- 19 for a second.
- 20 MR. ETTINGER: Sure.
- 21 (Recess taken.)
- 22 MR. HARRIS: Back on the record.

- 24 EXAMINATION BY MR. HARRIS
- 25 MR. HARRIS: Q. Mr. Stankey, my name is Glenn 0172
- 1 Harris, counsel for Brooks Fiber, and I have a few
- 2 follow-up questions.
- 3 You previously testified that the October '97
- 4 crossover date for when Pac Bell would be able to meet its
- 5 internal forecasts for capacity is not reliant upon the
- 6 implementation of EDI; is that correct?
- 7 A. That's correct.
- 8 Q. Is it your testimony that the implementation of
- 9 EDI will have no effect on the LISC capacity?
- 10 A. No, I didn't say that.
- 11 Q. What sort of effect will EDI have on the
- 12 capacity of the LISC?
- 13 A. At this point in time, it's undetermined. I
- 14 don't anticipate it to be a negative impact, but simply
- 15 changing the transport mechanism. When we use the term

- 16 EDI, how messages are transported and how messages are
- 17 carried across in interface, doesn't necessarily mean that
- 18 it automatically changes the back office process behind
- 19 that interface.
- 20 So without having, you know, specific design
- 21 specifications done and the OBS standards completed and
- 22 the systems designed to match those, I think it would be a
- 23 bit premature to determine how it's going to impact LISC
- 24 confirmation.
- 25 Q. Currently, RMI is the standard that's used?
- 0173
- 1 A. That's correct.
- 2 Q. By Pacific Bell?
- 3 A. That's correct.
- 4 Q. And isn't it true that EDI is specifically
- 5 designed to allow more services to flow through without
- 6 the need for human intervention?
- 7 A. EDI, as it's defined in a standard, is more
- 8 comprehensive in defining a larger family of services.
- 9 The question is how many of those ultimately get
- 10 implemented. Just because it's defined in a standard
- 11 doesn't mean that it's implemented.
- 12 Q. Assuming that there are more services and
- 13 features that would be capable of flowing through EDI, one
- 14 that by definition allows for greater LISC capacity, or
- 15 are you anticipating additional problems that maybe were
- 16 not anticipated -- let me scratch that. Or maybe you are
- 17 anticipating that there will be problems with the flow